



# EMERGENCY SERVICES

MOU Contract 2017-2020

The County pays a large portion of your healthcare premiums. To determine your out-of-pocket costs, use our online [Benefits Calculator](#).

*Benefit rates listed for full-time employees (61-80 hours) per biweekly pay period unless otherwise noted.*

## LEAVE PROVISIONS

<b>Vacation</b>	80-160 hours per year <i>Cash-out option up to 60 hours per year if 80 hours of vacation used in previous year</i>
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<b>Sick</b>	3.69 hours per pay period
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<b>Holiday</b>	112 hours per year
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<b>Bereavement</b>	2 days per occurrence <i>(3 if traveling &gt; 1,000 miles)</i>
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<b>Perfect Attendance Leave (PAL)</b>	Up to 16 hours PAL or annual gym membership reimbursement up to \$299
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## MEDICAL PREMIUM SUBSIDY

Employee-Only	\$190.00
Employee +1	\$326.68
Employee +2 or more	\$473.43

## MEDICAL OPT-OUT/WAIVE

If you have other employer-sponsored group coverage and do not enroll in the County's medical plans, you will receive an extra \$40 per pay period.

## DENTAL PREMIUM SUBSIDY

\$9.46 *(requires enrollment in a County medical plan)*

## VISION

No Cost for Employee and Dependent Coverage



***Employees are our  
most valuable resource.***

## COUNTY-PAID BENEFITS

### UNIFORM ALLOWANCE

Up to \$200 per fiscal year

### STATE DISABILITY INSURANCE

Premium paid by Employer

### BASIC TERM LIFE INSURANCE

\$20,000

### RETIREMENT

#### **SBCERA Retirement Formulas**

*Reciprocity provisions may apply*

**Tier I** 2.0% AT AGE 55  
*Hired PRIOR to Jan 1, 2013*

**Tier II** 2.5% at age 67  
*Hired ON or AFTER Jan 1, 2013*

#### **457(b) Deferred Compensation**

Eligible to enroll at any time

#### **Retirement Medical Trust (RMT)**

##### **County Contribution**

(Based on continuous years of service):

1-4 years = 0.50% of biweekly base salary

5+ years = 1.00% of biweekly base salary

##### **Sick Leave Conversion**

Upon separation, eligible to convert a portion of your sick leave into the RMT upon attaining 10+ years of participation with SBCERA and/or other public retirement.

## VOLUNTARY PARTICIPATION PROGRAMS

<b>Supplemental Term Life Insurance</b>	Have financial security with extra term life coverage for yourself and your family with coverage up to \$700,000.
<b>AD&amp;D Insurance</b>	Additional insurance in the event of accidental death or serious injury, with coverage options up to \$250,000.
<b>FSA</b>	Pre-tax account for qualified health care expenses up to \$2,750 annually.
<b>DCAP</b>	Pre-tax account for qualified dependent care expenses up to \$5,000 annually.
<b>529 Savings Plan</b>	Invest for future educational expenses with tax-free earnings. Contact Voya to enroll.
<b>Combined Giving</b>	<a href="https://link.sbcounty.gov/CombinedGiving">link.sbcounty.gov/CombinedGiving</a> Give back to the community via one-time or ongoing payroll deductions.
<b>Commuter Services</b>	<a href="https://www.sbcounty.gov/rideshare">www.sbcounty.gov/rideshare</a> Help the environment, reduce traffic, save money and earn rewards with your commute.
<b>Employee Discounts</b>	<a href="https://sbcounty.perkspot.com">sbcounty.perkspot.com</a> Save big at hundreds of national and local merchants
<b>Wellness Program</b>	<a href="https://www.sbcounty.gov/wellness">www.sbcounty.gov/wellness</a> Information, resources and rewards to support your healthy lifestyle.